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ABSTRACT

A study was conducted of a representative sample of 5,467 adult Job Training Partnership Act (JTPA) participants who exited the program between July 1, 1985, and June 30, 1986 to determine the occupations in which male and female participants were trained and subsequently placed. Job skill level was classified as higher, moderate, or lower-level position. The study found that more than 3,800 adults in the sample received occupational training, either on the job or in occupational classroom training programs. The remaining participants received only job search assistance, basic education, and short-term work experience. The study found that a greater proportion of males were trained and placed in higher skill occupations. However, a greater proportion of females were placed in moderate skill positions. Women were more often trained and placed in clerical/typist and secretarial positions, whereas men were likely to be trained or placed in custodial, machine operator, or laborer positions. Overall, men tended to receive higher wages at placement regardless of the skill level or type of training. (The bulk of this document consists of six data tables giving numbers and percentages of males and females in various occupations in regard to training, placement, skill level, and wages.) (KC)

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United States General Accounting Office

GAO

Fact Sheet for the Chairman, Subcommittee on Labor, Committee on Labor and Human Resources, U.S. Senate

September 1989

JOB TRAINING PARTNERSHIP ACT

Information on Training, Placements, and Wages of Male and Female Participants

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GAO/HRD-89-132FS

GAO

United States
General Accounting Office
Washington, D.C. 20548

Human Resources Division

B-215774

September 12, 1989

The Honorable Howard M. Metzenbaum
Chairman, Subcommittee on Labor
Committee on Labor and Human Resources
United States Senate

Dear Mr. Chairman:

As requested by your office, we are providing information on the occupations in which male and female Job Training Partnership Act (JTPA) program participants were trained and subsequently placed.

We obtained this information during our recently completed study of JTPA participants, services, and employment outcomes.[1] As part of that study, we developed a comprehensive data base of participant and program information from a representative sample of 5,467 adult participants who terminated from the program between July 1, 1985, and June 30, 1986.

In analyzing data to respond to your request, we used the same job skill level classifications as in our June report—namely, we classified the skill level of each position for which participants were trained and the job in which they were placed as being a higher, moderate, or lower skill level position. We received guidance from Bureau of Labor Statistics officials in making these classifications. Greater detail on our analytical approach is included in our earlier report.

Over 3,800 adults in our sample received occupational training, either on the job or in occupational classroom training programs. The remaining participants received only job search assistance, basic education, and short-term work experience. The fact sheet appendixes provide (1) a summary of the skill level of occupations for which men and women were trained and placed, (2) a comparison of the number and percentage of men and women trained in specific occupations, categorized as higher, moderate, and lower skill level positions, and (3) a similar comparison for those placed in specific occupations. For ease of comparison, we have also provided listings of those occupations in which more than 1 percent of the men or women who participated were trained and placed. We have also provided placement wages for men and women by training activity.

[1] Job Training Partnership Act: Services and Outcomes for Participants With Differing Needs (GAO/HRD-89-52, June 9, 1989).

A greater proportion of males were trained and placed in higher skill occupations. However, a greater proportion of females were trained and placed in moderate skill positions. Women were more often trained and placed in clerical/typist and secretarial positions, while men were more likely to be trained or placed in custodial, machine operator, or laborer positions. Overall, men tended to receive higher wages at placement, regardless of the skill level or type of training.

Copies of this fact sheet will be made available to interested parties on request. Major contributors are listed in appendix VII.

Sincerely yours,

Edward a Glensmore

for

William J. Gainer
Director, Education
and Employment Issues

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Abbreviation

JTPA Job Training Partnership Act

Summary of Training and Placement Occupations by Sex and Skill Level

	Males		Females	
Occupations	**Number**	**Percent**	**Number**	**Percent**
Training:				
Higher Skill	592	36	412	19
Moderate Skill	540	32	1,281	58
Lower Skill	539	32	505	23
Total	**1,671**	**100**	**2,198**	**100**
Placement:[a]				
Higher Skill	392	22	228	11
Moderate Skill	573	32	1,065	52
Lower Skill	841	46	744	37
Total	**1,806**	**100**	**2,037**	**100**

[a]Includes all placements, regardless of the type of training or service received; that is, occupational and nonoccupational training or job search assistance.

Occupations for Which More Than 1 Percent of Male or Female Participants Were Trained

	Males		Females	
Positions	**Number**	**Percent**	**Number**	**Percent**
Lower skill:				
Agriculture/farm worker	35	2.1	11	.5
Assembler	64	3.8	73	3.3
Cashier	12	.7	64	2.9
Custodian maintenance	95	5.7	29	1.3
Day care worker/babysitter	2	.1	26	1.2
Food service worker	28	1.7	49	2.2
Housekeeper	10	.6	31	1.4
Laborer	40	2.4	3	.1
Landscape/gardener	19	1.1	0	0
Machine operator	92	5.5	95	4.3
Moderate skill:				
Accounting clerk/bookkeeper	10	.6	76	3.5
Auto body repair/painter	30	1.8	0	0
Clerical/typist	38	2.3	431	19.6
Construction trades	57	3.4	4	.2
Cook/chef	17	1.0	45	2.0
Health care worker	10	.6	49	2.2
Keypunch/data entry	0	0	24	1.1
Nurse's aide	18	1.1	97	4.4
Painter	20	1.2	3	.1
Salesperson	44	2.6	70	3.2
Secretary	5	.3	137	6.2
Security guard	27	1.6	12	.5
Truck driver	56	3.4	7	.3
Word processing	11	.7	94	4.3
Higher skill:				
Auto mechanic	63	3.8	6	.3
Barber/cosmetology	3	.2	27	1.2
Carpentry trades	46	2.8	4	.2
Computer programmer/operator	27	1.6	45	2.0
Electrical trades	30	1.8	9	.4
Electronic assembly/technician	87	5.2	89	4.0
Heating/air conditioning	20	1.2	2	.1
Machinist	63	3.8	7	.3
Management occupations	25	1.5	28	1.3
Nurse	6	.4	95	4.3
Welder	55	3.3	5	.2
Total	**1,165**	**69.7**	**1,747**	**79.5**

Occupations in Which More Than 1 Percent of Male or Female Participants Were Placed

Positions	Males		Females	
	Number	Percent	Number	Percent
Lower shill:				
Agriculture/farm worker	41	2.3	12	.6
Assembler	66	3.7	92	4.5
Cashier	19	1.1	109	5.4
Custodian maintenance	139	7.7	43	2.1
Day care worker/babysitter	3	.2	36	1.8
Dishwasher	47	2.6	22	1.1
Food service worker	42	2.3	56	2.7
Housekeeper	12	.7	77	3.8
Inventory/stock clerk	25	1.4	20	1.0
Laborer	115	6.4	19	.9
Landscape/gardener	26	1.4	3	.1
Machine operator	93	5.1	85	4.2
Packer/wrapper	19	1.1	24	1.2
Waiter/waitress	5	.3	36	1.8
Warehouse/material handler	34	1.9	12	.6
Moderate skill:				
Accounting clerk/bookkeeper	11	.6	47	2.3
Classroom/teacher's aide	2	.1	22	1.1
Clerical/typist	19	1.1	233	11.4
Construction trades	51	2.8	3	.1
Cook/chef	38	2.1	48	2.4
Health care worker	16	.9	59	2.9
Keypunch/data entry	1	.1	23	1.1
Nurse's aide	12	.7	119	5.8
Painter	23	1.3	0	0
Receptionist	1	.1	53	2.6
Salesperson	63	3.5	80	3.9
Secretary	5	.3	116	5.7
Security guard	46	2.5	12	.6
Truck driver	58	3.2	4	.2
Word processing	2	.1	23	1.1
Higher skill:				
Auto mechanic	44	2.4	2	.1
Carpentry trades	39	2.2	4	.2
Electrical trades	21	1.2	3	.1
Electronic assembly/technician	38	2.1	38	1.9
Machinist	33	1.8	2	.1
Nurse	3	.2	48	2.4
Welder	41	2.3	5	.2
Total	**1,253**	**69.4**	**1,590**	**78.1**

Occupations for Which Male and Female Participants Were Trained

Positions	Males		Females	
	Number	Percent	Number	Percent
Lower skill:				
Agriculture/farm worker	35	2.1	11	.5
Assembler	64	3.8	73	3.3
Bindary/packaging	1	.1	3	.1
Bus/van driver	2	.1	1	a
Carpet installer	1	.1	0	0
Car/truck cleaner	5	.3	0	0
Cashier	12	.7	64	2.9
Courier/messenger	0	0	1	a
Custodian maintenance	95	5.7	29	1.3
Day care worker/babysitter	2	1	26	1.2
Delivery driver	8	.5	1	a
Dishwasher	12	.7	10	.5
Factory worker	8	.5	9	.4
File clerk	2	.1	6	.3
Food service worker	28	1.7	49	2.2
Forestry/fishing/hunting	4	.2	0	0
Groundskeeper	2	.1	0	0
Host/Hostess	0	0	5	.2
Hotel worker	3	.2	2	.1
Housekeeper	10	.6	31	1.4
Insulation worker	4	.2	0	0
Inventory/stock clerk	12	.7	12	.5
Laborer	40	2.4	3	.1
Landscape/gardener	19	1.1	0	0
Laundry worker	5	.3	16	.7
Line assembler	0	0	1	a
Machine operator	92	5.5	95	4.3
Mail handler	1	.1	1	a
Meat cutter/processor	6	.4	6	.3
Packer/wrapper	14	.8	18	.8
Parking lot attendent	1	.1	0	0
Poultry worker	2	.1	1	a
Roofer	9	.5	0	0
Rug cutter	1	.1	0	0
Sanitation worker	6	.4	0	0
Service station worker	4	.2	0	0
Sorter	2	.1	2	.1
Textile worker	7	.4	15	.7

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Tire changer	2	.1	0	0
Waiter/waitress	1	.1	10	5
Warehouse/material handler	17	1.0	4	2
Subtotal	**539**	**32.3**	**505**	**23.0**
Moderate skill:				
Accounting clerk/bookkeeper	10	.6	76	3.5
Administrative assistant	0	0	13	.6
Advertising/marketing	1	.1	1	a
Airport operations	1	.1	0	0
Air transportation	1	.1	0	0
Ambulance driver/attendant	1	.1	0	0
Animal care	2	.1	1	a
Auto body repair/painter	30	1.8	0	0
Auto upholsterer	4	.2	0	0
Baker	9	.5	6	.3
Banking	0	0	8	.4
Bartender	7	.4	2	.1
Bicycle repair	1	.1	0	0
Boat building/repair	2	.1	0	0
Cable TV installer	7	.4	3	.1
Casino worker	7	.4	5	.2
Classroom/teacher's aide	0	0	14	.6
Clerical/typist	38	2.3	431	19.6
Collections clerk	2	.1	2	.1
Communications TV/radio	9	.5	4	.2
Concrete pipemaker	0	0	1	a
Construction trades	57	3.4	4	.2
Cook/chef	17	1.0	45	2.0
Customer service/relations	0	0	1	a
Dental assistant	1	.1	17	.8
Dispatcher	2	.1	4	.2
Electroplating	1	.1	1	a
Environmental control	2	.1	0	0
Exterminator	1	.1	0	0
Fabrication-plastics	6	.4	1	a
Firefighter	3	.2	0	0
Floral design	0	0	7	.3
Furniture finish/upholstery	2	.1	2	.1
Glass/ceramic worker	3	.2	4	.2

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Health care worker	10	.6	49	2.2
Heavy equipment operator	5	.3	0	0
Industrial technician/mechanic	4	.2	0	0
Injection mold operator	0	0	3	.1
Insurance clerk	1	1	17	.8
Keypunch/data entry	0	0	24	1.1
Lab assistant	2	1	8	.4
Law enforcement	2	1	1	a
Lumber products	16	1.0	2	.1
Masonry worker	4	.2	0	0
Medical assistant	3	.2	17	.8
Metal fabrication	8	.5	2	.1
Mold finisher	6	.4	1	a
Muffler installer	2	1	1	a
Nurse's aide	18	1.1	97	4.4
Offset print operator	11	.7	5	.2
Painter	20	1.2	3	.1
Photography trades	1	1	2	.1
Photo-typesetter	2	1	6	.3
Printing trades	2	1	6	.3
Production coordinator	3	.2	6	.3
Rattan worker	1	1	0	0
Receptionist	1	1	19	.9
Recreation occupations	3	.2	1	a
Rubber goods worker	0	0	3	.1
Salesperson	44	2.6	70	3.2
Secretary	5	.3	137	6.2
Security guard	27	1.6	12	.5
Shipping/receiving clerk	15	.9	8	.4
Shoe repair	2	1	0	0
Silk screen painter	0	0	2	.1
Stenographer/transcriber	0	0	4	.2
Switchboard operator	0	0	3	.1
Telephone solicitor	1	1	6	.3
Tool grinder	4	.2	0	0
Truck driver	56	3.4	7	.3
Utility worker	2	1	1	a
Water systems technician	1	1	0	0
Weatherization technician	4	.2	2	.1
Word processing	11	.7	94	4.3

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Other (miscellaneous)	16	1.0	9	.4
Subtotal	**540**	**32.3**	**1,281**	**58.3**
Higher skill:				
Aircraft assembler	1	.1	1	a
Appliance repair/installer	8	.5	2	.1
Auto mechanic	63	3.8	6	.3
Barber/cosmetology	3	.2	27	1.2
Building/office machine repair	10	.6	0	0
Cabinet maker	5	.3	1	a
Carpentry trades	46	2.8	4	.2
Computer programmer/operator	27	1.6	45	2.0
Counselor	3	.2	4	.2
Diesel mechanic	9	.5	2	.1
Digital electronics	1	.1	0	0
Drafting	17	1.0	3	.1
Editor	1	.1	0	0
Electrical trades	30	1.8	9	.4
Electronic assembly/technician	87	5.2	89	4.0
Electronics inspector	1	.1	0	0
Engineering occupations	9	.5	0	0
Farm equipment mechanic	2	.1	0	0
Foreman	2	.1	0	0
Graphic artist	4	.2	3	.1
Heating/air conditioning	20	1.2	2	.1
Inspector	9	.5	10	.5
Interior decorator	0	0	1	a
Interviewer	0	0	2	.1
Jewelry trades	4	.2	1	a
Legal aide	0	0	2	.1
Locksmith	3	.2	0	0
Machine repair	15	.9	2	.1
Machinist	63	3.8	7	.3
Management occupations	25	1.5	28	1.3
Mechanical engineer	1	.1	0	0
Microprocessor technician	1	.1	2	.1
Millwright	3	.2	0	0
Nurse	6	.4	95	4.3
Office manager	7	.4	14	.6
Pipefitter	3	.2	1	a

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Plumbing trades	3	.2	0	0
Prosthetics technician	1	.1	0	0
Quality control	1	.1	2	.1
Real estate agent	1	.1	4	.2
Residence/apartment manager	3	.2	0	0
Respiratory technician	0	0	1	a
Restaurant manager	4	.2	2	.1
Sheet metal worker	2	.1	0	0
Shop supervisor	3	.2	0	0
Small business owner	5	.3	4	.2
Small engine mechanic	6	.4	0	0
Social worker	4	.2	6	.3
Steel rule die maker	2	.1	0	0
Systems analyst	0	0	1	a
Tailor/seamtress	1	.1	8	.4
Teacher/tutor	2	.1	5	.2
Telephone repair/installer	4	.2	2	.1
Tractor trailer mechanic	1	.1	0	0
Travel agent	1	.1	6	.3
TV/stereo/VCR repair	4	.2	1	a
Welder	55	3.3	5	.2
X-ray technician	0	0	2	.1
Subtotal	**592**	**35.4**	**412**	**18.7**
Total	**1,671**	**100.0**	**2,198**	**100.0**

[a]Less than 0.1 percent.

Appendix V

Occupations in Which Male and Female Participants Were Placed

Positions	Males		Females	
	Number	Percent	Number	Percent
Lower skill:				
Agriculture/farm worker	41	2.3	12	6
Assembler	66	3.7	92	4.5
Bindery/packaging	2	1	5	2
Bus/van driver	3	2	8	4
Carpet installer	1	1	0	0
Car/truck cleaner	10	6	0	0
Cashier	19	1.1	109	5.4
Courier/messenger	3	2	1	a
Custodian maintenance	139	7.7	43	2.1
Day care worker/babysitter	3	2	36	1.8
Delivery driver	11	6	2	1
Dishwasher	47	2.6	22	1.1
Factory worker	10	6	4	2
File clerk	6	3	11	5
Food service worker	42	2.3	56	2.7
Forestry/fishing/hunting	5	3	2	1
Furniture mover	0	0	1	a
Groundskeeper	14	8	0	0
Host/Hostess	1	1	5	2
Hotel worker	2	1	5	2
Housekeeper	12	7	77	3.8
Insulation worker	3	2	0	0
Inventory/stock clerk	25	1.4	20	1.0
Laborer	115	6.4	19	9
Landscape/gardener	26	1.4	3	1
Laundry worker	10	6	15	7
Line assembler	3	2	2	1
Loading dock worker	3	2	0	0
Machine operator	93	5.1	85	4.2
Mail handler	7	4	4	2
Meat cutter/processor	7	4	1	a
Packer/wrapper	19	1.1	24	1.2
Parking lot attendent	3	2	1	a
Poultry worker	6	3	4	2
Roofer	8	4	0	0
Rug cutter	1	1	0	0
Sanitation worker	10	6	2	1
Service station worker	11	6	2	1

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Sign painter	0	0	1	a
Sorter	4	2	2	1
Taxi driver	2	1	0	0
Textile worker	8	4	20	10
Tire changer	1	1	0	0
Waiter/waitress	5	3	36	18
Warehouse/material handler	34	19	12	6
Subtotal	**841**	**46.6**	**744**	**36.5**
Moderate skill:				
Accounting clerk/bookkeeper	11	6	47	23
Administrative assistant	1	1	11	5
Advertising/marketing	1	1	0	0
Airport operations	5	3	0	0
Ambulance driver/attendant	1	1	1	a
Animal care	2	1	1	a
Auto body repair/painter	14	8	0	0
Auto upholsterer	3	2	0	0
Baker	5	3	6	3
Banking	0	0	4	2
Bank teller	1	1	6	3
Bartender	3	2	7	3
Bicycle repair	1	1	0	0
Billing clerk	0	0	1	a
Boat building/repair	1	1	0	0
Cable TV installer	7	4	0	0
Casino worker	5	3	12	6
Classroom/teacher's aide	2	1	22	11
Clerical/typist	19	11	233	114
Collections clerk	3	2	6	3
Communications TV/radio	5	3	2	1
Concrete pipemaker	1	1	0	0
Construction trades	51	28	3	1
Cook/chef	38	21	48	24
Customer service/relations	0	0	3	1
Dental assistant	2	1	9	4
Dispatcher	3	2	5	2
Electroplating	1	1	1	a
Environmental control	1	1	0	0
Exterminator	2	1	0	0

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Fabrication-plastics	4	2	0	0
Firefighter	1	1	0	0
Floral design	0	0	5	2
Furniture finish/upholstery	1	1	1	a
Glass/ceramic worker	4	2	2	1
Health care worker	16	9	59	2.9
Heavy equipment operator	9	5	0	0
Industrial technician/mechanic	2	1	0	0
Injection mold operator	2	1	1	a
Insurance clerk	3	2	14	.7
Keypunch/data entry	1	1	23	1.1
Lab assistant	10	6	9	.4
Law enforcement	1	1	1	a
Library assistant	0	0	1	a
Lumber products	15	8	1	a
Masonry worker	2	1	0	0
Medical assistant	5	3	15	.7
Metal fabrication	10	6	4	.2
Mold finisher	2	1	0	0
Motion pictures industry	0	0	1	a
Muffler installer	1	1	0	0
Nurse's aide	12	.7	119	5.8
Offset print operator	5	3	0	0
Painter	23	1.3	0	0
Photography trades	0	0	7	.3
Photo-typesetter	1	1	4	.2
Printing trades	1	1	3	.1
Production coordinator	9	5	6	.3
Protective signal installer	1	1	0	0
Rattan worker	1	1	0	0
Receptionist	1	1	53	2.6
Recreation occupations	6	3	4	.2
Rubber goods worker	0	0	2	.1
Salesperson	63	3.5	80	3.9
Secretary	5	3	116	5.7
Security guard	46	2.5	12	.6
Septic tank installer	1	1	0	0
Shipping/receiving clerk	17	9	14	.7
Shoe repair	1	1	0	0
Stenographer/transcriber	0	0	1	a

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Switchboard operator	0	0	10	.5
Telephone solicitor	4	.2	20	1.0
Tool grinder	4	.2	0	0
Truck driver	58	3.2	4	.2
Utility worker	5	.3	0	0
Water systems technician	1	.1	0	0
Weatherization technician	3	.2	0	0
Word processing	2	.1	23	1.1
Other (miscellaneous)	25	1.4	22	1.1
Subtotal	**573**	**31.7**	**1,065**	**52.3**
Higher skill:				
Aircraft assembler	2	.1	0	0
Appliance repair/installer	7	.4	2	.1
Auto mechanic	44	2.4	2	.1
Barber/cosmetology	3	.2	10	.5
Building/office machine repair	7	.4	0	0
Cabinet maker	7	.4	1	a
Carpentry trades	39	2.2	4	.2
Commercial artist	0	0	3	.1
Computer programmer/operator	11	.6	21	1.0
Counselor	3	.2	4	.2
Diesel mechanic	2	.1	0	0
Digital electronics	0	0	1	a
Drafting	10	.6	1	a
Editor	1	.1	0	0
Electrical trades	21	1.2	3	.1
Electronic assembly/technician	38	2.1	38	1.9
Engineering occupations	3	.2	0	0
Farm equipment mechanic	2	.1	0	0
Foreman	3	.2	0	0
Graphic artist	2	.1	1	a
Heating/air conditioning	7	.4	0	0
Inspector	9	.5	11	.5
Interviewer	2	.1	2	.1
Jewelry trades	2	.1	3	.1
Job developer/coach	1	.1	3	.1
Legal aide	0	0	1	a
Machine repair	15	.8	1	a
Machinist	33	1.8	2	.1

(continued)

Positions	Males		Females	
	Number	Percent	Number	Percent
Management occupations	16	9	18	.9
Microprocessor technician	1	1	0	0
Millwright	4	2	0	0
Nurse	3	2	48	2.4
Office manager	5	3	9	.4
Pipefitter	2	1	0	0
Plumbing trades	3	2	0	0
Pre-school teacher	0	0	1	a
Prosthetics technician	1	1	0	0
Quality control	2	1	0	0
Real estate agent	3	2	3	.1
Residence/apartment manager	7	4	2	.1
Respiratory technician	0	0	1	a
Restaurant manager	2	1	3	.1
Sheet metal worker	1	1	0	0
Shop supervisor	2	1	0	0
Small business owner	2	1	1	a
Small engine mechanic	3	2	0	0
Social worker	8	4	4	.2
Steel rule die maker	2	1	0	0
Tailor/seamtress	0	0	8	.4
Teacher/tutor	1	1	2	.1
Telephone repair/installer	5	3	1	a
Tractor trailer mechanic	1	1	0	0
Travel agent	1	1	5	.2
TV/stereo/VCR repair	2	1	1	a
Welder	41	2.3	5	.2
X-ray technician	0	0	2	.1
Subtotal	**392**	**21.7**	**228**	**11.2**
Total	**1,806**	**100.0**	**2,037**	**100.0**

[a]Less than 0.1 percent.

Appendix VI

Placement Wages for Males and Females by Training Activity

Figures in parentheses are percent placed[a]

Training activity	Males	Females	All adults
Occupational training:			
Higher skill	$5.81 (72)	$5.17 (69)	$5.59 (71)
Moderate skill	5.25 (71)	4.76 (69)	4.98 (70)
Lower skill	4.91 (75)	4.36 (78)	4.60 (77)
Job search assistance only	5.14 (82)	4.48 (75)	4.99 (77)
Nonoccupational training[b]	4.82 (65)	4.31 (52)	4.52 (55)

[a]Represents percent of those who received training in a given skill category and obtained employment, but not necessarily at that skill level.

[b]Consists of basic education and short-term work experience.

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